Revision of Pay Scales of Teachers and equivalent cadre in Degree/ Diploma Level <u>Technical Education as per AICTE Scheme (6th Pay Commission)</u>
Dr.Babasaheb Ambedkar Technological University, Lonere, University Departments, All University Affiliated Government and Non Government Aided Colleges & MSBTE affiliated Government and Non Government Aided Polytechnics conducting Professional Degree/Diploma Courses such as Engineering, Pharmacy, Architecture, Management etc.,

GOVERNMENT OF MAHARASHTRA

Higher & Technical Education Department
Resolution No. SPC- 2010/(34/10)/TE-2
Mantralaya Annexe, Mumbai – 400 032

Dated 20th August, 2010

Read :
1) Government Resolution, Higher & Technical Education Department No. RPS 2198/77/TE-6, dated 18th December, 1999
2) Government Resolution, Higher & Technical Education Department No. RPS 1220/1/TE-5, dated 27th February, 2003
3) AICTE Notification F. No. 37-3/Legal/2010, dated 5th March, 2010 for degree education
4) AICTE Notification F. No. 37-3/Legal/2010, dated 5th March, 2010 for diploma education
5) Letter No. 5(3)/AICTE/6PC/2010/575(1) dated 18th Feb., 2010 & 5(3)/AICTE/6PC/2010/4953 dated 22nd March, 2010 from the Director of Technical Education, Maharashtra State, Mumbai

Preamble :

The 5th Pay Commission pay scales in accordance with the recommendations of All India Council of Technical Education for teachers and equivalent cadres in degree and diploma level technical education were implemented in the State vide Government Resolution mentioned in reference-1 & 2 above.

2. All India Council for Technical Education has revised the pay structure of teachers and librarians in degree and diploma level technical education as per the 6th pay commission recommendation vide its notification mentioned in reference 3 and 4 above. The scheme announced by the All India Council for Technical Education is extended to related Universities, University Department and University affiliated Professional Degree level and Maharashtra State Board of Technical Education affiliated diploma level institutions coming under the

purview of State Legislature, provided State Government wishes to adopt and implement the scheme. It is also essential to ensure quality up-gradation of technical education through close monitoring of teachers performance in these institutes. The scheme announced by All India Council for Technical Education for the revision of pay scales of teachers, Librarians and equivalent cadres in Government and Non-Government aided Degree and diploma level institutions conducting professional courses and devising quality norms for teachers was under consideration of Government.

RESOLUTION :

The Government after considering all the aspects of the scheme announced by the All India Council for Technical Education vide its notification in reference 3 & 4, has decided to revise pay scales and Dearness Allowance of all teachers and equivalent cadres working in Government and non-Government aided institutions w.e.f. 01-01-2006 as per the provision of the scheme with additional provisions prescribed in para-8 of this resolution for enhancing and improving the quality of education. The other allowances applicable, the age of Superannuation and leave package to the teachers and librarians in these institutions shall be as per the State Government Employees.

2. Accordingly the detail orders for the implementation of the revised pay scales for teachers and librarians in Degree & Diploma level Government and non-Government aided institutions conducting professional courses are as follows :

A. Revision of pay scales for teachers working in degree level institutions-

1. General

(i) There shall be only three designations in respect of teachers in university departments and Engineering colleges, namely, Assistant Professor, Associate Professor and Professor. However, there shall be no change in the present designation in respect of Library Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he/she possesses a Ph.D. and satisfies other academic conditions, as laid down by the AICTE from time to time. This shall, however, not affect those who are already designated as 'Professor'.

(iii) The pay of teachers and librarians in these institutions shall be fixed according to their designations in two pay bands of Rs.15600-39100 and Rs.37400-67000 with appropriate "Academic Grade Pay" (AGP). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and librarians covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) institutions as well as in post-graduate (PG) institutions. The ratio of Professors to

Associate Professors to Assistant Professors in a UG Colleges shall be in the ratio, ordinarily of 1:2:6. The ratio of Professors to Associate Professors and or Assistant Professor in a PG Colleges shall be in the ratio ordinarily of 1:2

(v) Up to 10% of the posts of Professors in these Institutions shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the AICTE as applicable.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers:

The pay structure for different categories of teachers in degree level institutions shall be as indicated below:

(a) Assistant Professor/Associate Professors/Professors in Technical Institutions:

(i) Person entering the teaching profession in Technical Institutions shall be designated as Assistant Professor and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) Assistant Professor with completed service of 4 years, possessing Ph. D Degree in the relevant branch/discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing Master's degree in the relevant branch/discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or a Master's degree in the relevant branch/discipline shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subjected to their satisfying other conditions as laid down by AICTE.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) in the pre-revised scale of Rs. 10,000-15200 shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs.7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the AICTE, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Assistant Professor and Incumbent Lecturers (Selection

Grade) who have completed 3 years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Assistant Professor and Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 and accordingly re-designated as Associate Professor.

(xi) Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade), as the case may be, until they are placed In the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by AICTE as applicable, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the AICTE. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a AICTE approved Institution shall be in the higher AGP of Rs. 12000, however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the AICTE, and such eligibility conditions shall, inter alia, include publications in peer reviewed/refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations and as may be laid down by the AICTE.

(xvii) Discretionary award of advance increments for those who enter the

profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(xviii) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two TEQIP sponsored programs, each of one week duration.

b) Principals/Directors in degree level institutes:

Appointments to the posts of Principal/Director in these institutions shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by AICTE from time to time. The post of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 3000 per month. Pay of all Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 plus a Special Allowance of Rs. 3000 per month.

B. Revision of pay scales for teachers working in diploma level institutions-

1. General

(i) There shall be designations in respect of teachers in Polytechnics, namely, Lecturer, Head of the Department and Workshop Superintendent.

(ii) The pay of teachers and librarians in Polytechnics shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and library personal covered under this Scheme, subject to other conditions of eligibility being satisfied have several opportunities for upward movement during their career.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers:

The pay structure for different categories of teachers in diploma level institutions shall be as indicated below:

(a) Lecturers and Heads of Departments-

(i) Persons with B.E./B.Tech qualification in appropriate branch/ discipline either entering the teaching profession newly or Lecturers already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 5000 and will move to AGP of Rs. 6000 on completion of Masters degree in appropriate branch/discipline.

(ii) Persons with M.E./M. Tech qualification in appropriate branch/ discipline either entering the teaching profession newly or Lecturers

already in service in Polytechnic Institutions shall be designated as Lecturer and shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 6000.

(iii) A Lecturer with completed service of 4 years, possessing Ph.D Degree in the relevant branch/discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iv) A lecturer possessing Masters degree in the relevant branch/ discipline as defined for technical education shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Lecturer.

(v) Lecturers who do not have Ph.D or a Master's degree in the relevant branch/discipline of a program shall be eligible for the AGP of Rs. 6,000 only after completion of 6 years' service as Lecturer.

(vi) Lecturers who do not have Ph.D or a Master's degree in the relevant branch/discipline of a program shall be eligible for the AGP of Rs. 7,000 only after completion of 9 years' service as Lecturer.

(vii) The upward movement from AGP of Rs. 5000 to AGP of Rs. 6000 and from AGP of Rs. 6000 to Rs. 7000 for all Lecturers shall be subject to their satisfying other conditions as laid down by AICTE.

(viii) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the pre-revised scale of Rs. 10,000-15200) shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(ix) Lecturers with completed service of 5 years with the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the AICTE to move up to the AGP of Rs. 8000.

(x) Incumbent Lecturers (Selection Grade) who have completed 3 years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be continued to be designated as Lecturers (Selection Grade)

(xi) Incumbent Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade), and thereafter shall be placed in the higher Pay Band of Rs.37400-67000 with AGP of Rs. 9000 and accordingly designated as Lecturers (Selection Grade)

(xii) Lecturers (Selection Grade), completing 3 years of teaching with the AGP of Rs. 8000 shall be eligible, subject to other conditions, as may be prescribed by AICTE, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(xiii)Posts of HOD shall be in the Pay Band of Rs. 37400-67000, with AGP of Rs.9000. Directly recruited HOD shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment. All HOD in service shall be appropriately fixed in the

Pay Band of Rs. 37400-67000, with AGP of Rs.9000.

(xiv) Head of the Department (HOD), completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible, subject to other conditions of academic performance as laid down by the AICTE, shall be placed in Rs.37400-67000 with AGP of Rs. 10000.

(xv) For initial direct recruitment at the level of Lecturers, HOD and Principal, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the AICTE, through Regulations.

(xvi) All advancements to higher grade pays in various cadres will be effected subject to completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs.

(xvii) Workshop Superintendent is treated at par with Lecturers and is to be considered for upward mobility similar to that of Lecturers.

(b) Principals in Polytechnics:

Appointments to the posts of Principal in Polytechnics shall be based on the conditions of eligibility In respect of educational qualifications and teaching/research experience laid down by AICTE from time to time, the posts of Principal shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10,000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000 and shall be eligible for a special allowance of Rs. 2000 per month.

C. <u>Revision of pay scales for Librarians working in degree/diploma level institutions</u>-

a) Pay Scales and Career Advancement Scheme for Librarians :

(i) Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All the conditions of eligibility and academic qualifications laid down by the AICTE shall be applicable for direct recruitment of Librarian/ College Librarian.

b) Librarian (Senior Scale) / Librarian (Selection Grade)

(i) The posts of Librarian/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the AICTE shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines

laid down by the AICTE, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the AICTE, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Librarian/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000 at an appropriate stage based on their present pay.

(vi) On completion of service of 5 years, Librarian/ College Librarian (Sr. Scale) shall be eligible for the post of Librarian (Sele. Grade) in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility as laid down by the AICTE. They shall be designated as Librarian/ College Librarian (Selection Grade).

(vii) After completing 3 years in the Pay Bard of Rs. 15600-39100 with an AGP of Rs. 8000, Librarians / College Librarian (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the AICTE.

(viii) Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the AICTE, shall also be eligible for being placed in the pay band of Rs. 15600-39100 with AGP of Rs. 8000.

(ix) Incumbents to the posts of Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Librarian (Selection Grade)

(x) Incumbents to the posts of Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-57000, shall be placed at an appropriate stage in the pay band of Rs. 15600-39100 with Academic Grade Pay of Rs.8000 till they complete three years of service as Librarian (Selection Grade).

D. Incentives for Ph.D. / M.Tech and other higher qualification for teachers and librarians working in Degree/ Diploma level institutes:

(i) Five **non-compounded** advance increments shall be admissible at the entry level of recruitment to persons possessing the degree of Ph.D. **awarded in the relevant discipline** by a university following the process of registration, course-work and external evaluation as prescribed by UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of lecturer shall be entitled to two **non-compounded** advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as M.Tech. **in relevant branch / discipline** recognised by a statutory University shall also be entitled to two **non-compounded** advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three **non-compounded** increments if such Ph.D. is in the **relevant branch / discipline** and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, If any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three **non-compounded** increments even If the university awarding such Ph.D. has not yet been notified.

(vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three **non-compounded** increments on award of Ph.D, while in service only if such enrolment is with a university recognized by UGC.

(vii) Teachers who acquire M.Phil. degree or a M.Tech degree in a **relevant Branch/discipline** recognised by a Statutory University while in service, shall be entitled to one **non-compounded** advance increment.

(viii) Five **non-compounded** advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the **discipline of library science** from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(ix) Librarian acquiring the degree of Ph.D, at any time while in service, in the **discipline of library science** from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three **non-compounded** advance increments.

(x) Librarian who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three **non compounded** increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xi) Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three **non-compounded** increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the UGC for the award of Ph.D, in respect of either course-work or evaluation or both, as the case may be.

(xii) Librarian who have not yet enrolled for Ph.D. shall therefore derive the benefit of three **non-compounded** increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiii) Two **non-compounded** advance increments shall be admissible for Librarian with M.Phil degree **in Library Science** at the entry level. Librarian acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one **non-compounded** advance increment.

(xiv) Not withstanding anything in the foregoing clauses, those **who have already availed the benefits of advance increments** for possessing Ph.D / M. Tech, **at the entry level** under the earlier scheme **shall not be entitled** to the benefit of advance increments **under this Scheme.**

(xv) For posts at the entry level where no such advance increments were admissible for possessing Ph.D / M. Tech, under the earlier scheme, the benefit of five/two advance increments for possessing Ph.D./ M. Tech, shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

3. Other terms and conditions-

Other terms and conditions for the implementation revised pay scales in degree/diploma institutes shall be as follows- :

a) Increments :

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage In the Pay Band.

(ii) Each **advance increment** shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be **non-compoundable**.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

b) Pay fixation formula :

(i) The revised designations, pay bands and Academic Grade Pay (AGP) thereon corresponding to the pre-revised designations, and pay scales effective from 1st January 2006 for various cadres in degree level institutions are given in Appendix- 1.

(ii) The initial pay of the teacher and Librarian in the equivalent cadre in University or colleges or polytechnics who elect, or are

deemed to have elected the revised pay structure on and from 01.01.2006 shall be fixed in the manner explained in Appendix-2. The pay of the individual teacher/librarian should be fixed in accordance with the prescribed procedure. Possible illustrations for fixation at various stages in applicable pay bands is given in appendix – 3. The fitment tables- 1 to 7 in Appendix - 4 are to be used for fixation of directly recruited or teachers/librarians in service, opting for the revised pay structure. The pay fixation proforma is prescribed in appendix - 5.

c) Allowances :

Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance, Dearness Allowance, area based Special Compensatory Allowance and other benefits shall be at par with the state government employees. However for those areas where the teachers are already drawing more allowances or enjoying more benefits than the state government employee (even after the 6^{th} pay commission) the higher rates and/or benefits shall continue i.e. the teachers shall continue to get whichever is higher (existing rates and benefits or as per state government employees after 6^{th} pay commission.)

The persons with physical disabilities such as visual, orthopedic hearing *or* other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' .shall be entitled to twice the normal rate of transport allowance as accepted by the State Government for it's Employees with disabilities.

d) Study Leave :

AICTE shall revise its guidelines in respect of granting study leave with pay for acquiring M. Tech. and Ph.D. in the relevant branch / discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in Technical Institutions, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

e) Consultancy Assignments :

AICTE shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

f) Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library in all the AICTE approved government and non-government aided degree/ diploma institutions in the state.

(ii) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc.

g) Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised scales of pay and revised rates of Dearness Allowance applicable to teachers and librarians in Government and non-Government aided degree/ diploma institutions under this scheme shall be effective from 01.01.2006 and the non-compounded advance increments shall take effect from 01.09.2008.

(ii) Pay in the revised pay structure for teachers and librarians in Government and non-Government aided degree level institutions is payable in cash from 1st day of April 2010. The 80% of the amount of arrears admissible to these teachers and librarians for the period from 1st day of January 2006 to 31st March 2010 will be paid on receipt of the grants from Government of India. The remaining 20% amount will be credited to Provident Fund as per the procedure adopted for the State Government Employees.

(iii) Pay in the revised pay structure for teachers and librarians in Government and non-Government aided diploma level institutions is payable in cash from 1st day of April 2010. The arrears admissible to these teachers and librarians, for the period from 1st day of January 2006 to 31st March 2010, will be credited to Provident Fund as per the procedure adopted for the State Government Employees.

(iv) The amount of arrears admissible shall be the net amount –

(a) After deduction of arrears of Profession Tax payable on revised amount of pay,

(b) After deducting increased amount of license fee payable on revised pay in respect of occupying Government quarter,

(c) After adjusting the amount of advance sanctioned vide Government Resolution, Finance Department No. RPS-1208/CR72/SER9 dated 6th October 2008.

(d) After adjusting the amount, where subscription to the Provident Fund already made falls short of the minimum prescribed in the Provident Fund rules on the basis of pay fixed in the revised pay structure.

(e) After deducting the appropriate Income Tax.

(f) After adjustment of Government dues, if any payable for the period from 01.01.2006 to 31.03.2010.

4. Professional Ethics-

Each University and MSBTE should evolve its own professional ethics in line

with the norms fixed by the Government from time to time after full discussion with the academic bodies and associations and incorporate the same in its Acts, Ordinances and/or Statute, as the case may be, for strict observance by the academic faculty.

5. Option for the revised scales of pay:

(i) Within a period of one month from the date of issue of this Government Resolution, the teachers/Librarians and other personnel will have to opt in the prescribed form (Appendix - 6) for the revised pay scales.

(ii) The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.

(iii) The teachers /Librarians /other personnel who were in service on 1^{st} January 2006 and those who were not in service after 1^{st} January, 2006 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1^{st} January 2006 and should be held entitled to the benefit of these rules.

(iv) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in HRD Ministry's O.M. No. F.237/2008IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.11/2008-IC, dated 30.08.2008 (Appendix – 7).

6. Procedure for the disbursement of salary grants-

following procedure shall be followed for the disbursement of salary grants:

i) Regional Offices of Technical Education shall fix the revised pay of all the teachers, librarians and equivalent cadres under their jurisdiction as per this scheme and further certify that:

“ all the teachers/ librarians have been lawfully appointed,

“ the pay of each teacher has been properly fixed as per this scheme and

“ in case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary

grants) payable to the institutes."

ii) Regional Offices shall submit these certificates along with the fixation forms etc. to the Director, Technical Education who shall thereafter release the necessary grants after broadly satisfying themselves and making necessary entries of pay fixation in the service books of the employees. Director, Technical Education may authorise the officer for approving necessary entries in the service book.

iii) All Career Advancements with improvement in designations shall have to be approved by the Government.

iv) The Director of Technical Education, Maharashtra State, Mumbai, should send a quarterly statement to the Accountant General, Maharashtra – 1, Mumbai, and the Accountant General, Maharashtra 2, Nagpur, and claim the admissible grants from the Government of India, for the implementation of revised pay scales to the teachers and librarians in degree level institutions, before the close of every financial year. The Accountant General, Maharashtra – 1/2, Mumbai/ Nagpur should be requested to credit the Government of India's share under receipt head **"1601 Grant–in-aid from Central Government, (01) (07) Technical Education (1601 0243)"**

v) The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government aided degree level institutions as on 1st January 2006 shall be shared for the period from 1st January 2006 to 31st March 2010 between the Government of India and the State Government in the ratio of 80:20. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant for more than six months as on 1st January 2006 in these institutes will be treated as post existing as on 1st January 2006, for this purpose. The additional expenditure on pay proper, on account of application of revised pay scales to all posts of teachers created after 1st January 2006 shall be borne entirely by the State Government. The Universities and non Government aided colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed, if proper sanction of the Director of Technical Education, Maharashtra State, Mumbai, has not been obtained by them.

7. **Budget Heads:**

The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head **- Demand No. W "2203 - Technical Education"** as under :

001, Direction and Administration-
(01) (01) Director of Technical Education (2203 001 3) (2203 002 2)
102 – Assistance to Universities for Technical Education
(01) (01) Maintenance Grants to Mumbai University for Technical College of Architecture (2203 006 9)

(01) (02) Maintenance Grants to Dr. Babasaheb Ambedkar Technical University, Lonere, District Raigad (2203 052 3)

104 – Assistance to Non-Government Technical Colleges and Institutes-

(01) (03) Engineering Colleges (2203 016 7)

(01) (02) Polytechnic (2203 015 8)

105 – Polytechnics-

(00) (01) Government Polytechnics (2203 020 2)

(00) (02) Expansion and Development of Government Polytechnics (2203 021 1)

(00) (08) Establishment of New Government Polytechnics (2203 265 1)

(00) (02) Removal of Regional Imbalance (2203 04 99)

(00) (11) Introduction of Double Shift in government Polytechnics (2203 276 9)

108 Examinations –

(01) (01) Board of Technical Examination (2203 028 3)

112 – Engineering / Technical Colleges and Institutes –

(00) (01) Government Engineering and Architectural Colleges (including hostels) (2203 032 7)

(00) (10) Establishment of New Engineering Colleges (2203 267 1)

8. Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately. All advancements to higher grade pays in various cadres will be effected subject to the minimum excellent (A) level of average confidential report, very good performance appraisal report through Key Performance Indicators attached to the concerned posts and completion of two AICTE approved refresher programs of not less than two weeks duration each and two one week each TEQIP sponsored programs. Key Performance Indicators for various posts are being prescribed by the Government.

9. This Government Resolution is subject to the decision taken by the State Government on the scheme forwarded by All India Council of Technical Education by its notifications dated 5th March 2010. Therefore, anomalies, if any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

10. These orders are issued with the concurrence of the Finance Department vide their unofficial reference No. 391/SER.9, dated 8th June 2010.

11. This Government Resolution is available on website www.maharashtra.gov.in and its Unique Code No. is 20100820185310001.

By order and in the name of Governor of Maharashtra.

(Dr. Abhay Wagh)
Deputy Secretary to Government.

To,

1. The Secretary to the Governor, Raj Bhavan, Malabar Hill, Mumbai. (By letter)
2. The Principal Secretary to the Chief Minister.
3. The Secretary to the Dy. Chief Minister.
4. The Private Secretary to the Minister, Higher & Technical Education
5. The Private Secretary to the State Minister, Higher & Technical Education
6. The Personal Assistant to Chief Secretary, Government of Maharashtra
7. Vice Chancellors of all Universities
8. The Secretary to the Government of India, MHRD, (Depart of Education), New Delhi.
9. Member Secretary, All India Council of Technical Education, New Delhi
10. The Secretary, University Grants Commission, New Delhi.
11. The Director of Technical Education, Maharashtra State, Mumbai.
12. The Director, Maharashtra State Board of Technical Education, Mumbai
13. The Regional Joint Directors of Technical Education, Mumbai. Pune, Nasik, Aurangabad, Amravati, Nagpur.
14. The Reginol Boards of Technical Education, Mumbai, Pune, Aurangabad, Nagpur
15. Principals/ Directors of all Government and Non-Government aided degree/diploma institutes (Directrate Technical Education Should ciculate the copies)
16. The Account General (Accounts), Maharashtra I and II, Mumbai and Nagpur.
17. The Account General (Audit), Maharashtra I and II, Mumbai and Nagpur.
18. The Pay and Accounts Officer, Mumbai.
19. All District Treasury Officers.
20. The Planning Department
21. The Finance Department.
22. All Desks in Higher & Technical Education Department.
23. The Director General of Information & Publicity. Mumbai. (for wide publicity)
24. Select File TE-2.

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2,

dated 20th August, 2010.

Appendix-1

Table showing Pre-revised Designations/Pay Scales and corresponding Designations/Pay bands and Academic Grade Pay (AGP) as on and from 1st January 2006 for Teachers and other personnel in degree level institutions -

Sr No	Pre-revised Designation / Pay Scales	Revised Designation / Pay band + AGP	Fixation of Incumbents
1	**2**	**3**	**4**
1	Lecturer : Rs. 8000-13500	Assistant Professor Rs. 15600-39100 + AGP Rs. 6000	Incumbent Lecturers shall be fixed at the appropriate stage in P.B. of Rs. 15600-39100 with AGP of Rs. 6000/- and re-designated as Assistant Professor.
2	Lecturer (Sr. Scale) Rs. 10000-15200	Assistant Professor Rs. 15600-39100 + AGP Rs. 7000	Incumbent Lecturer (Sr. Scale) shall be fixed at the appropriate stage in P.B. of Rs.15600-39100 with AGP of Rs. 7000/- and re-designated as Assistant Professor.
3	Lecturer (Sele. Gd.) Rs. 12000-18300 (below 3 years of service)	Lecturer (Sele. Grade) Rs. 15600-39100 + AGP Rs. 8000	Incumbent Lecturers (Sele. Grade) with teaching below 3 years on incumbent post shall be fixed at the appropriate stage in P.B. of Rs. 15600-39100 with AGP of Rs. 8000/-
4	Assistant Professor Rs. 12000-18300 (below 3 years of service)	Assistant Professor Rs. 15600-39100 + AGP Rs. 8000	Incumbent Assistant Professor with teaching below 3 years on incumbent post shall be fixed at the appropriate stage in P.B. of Rs.15600-39100 with AGP of Rs. 8000/-
5	Lecturer (Sele. Gd.) RS.12000-18300 (3 years or more than 3 years of teaching on incumbent post)	Associate Professor Rs.37400-67000 + AGP Rs. 9000	Incumbent Lecturers (Sele. Grade) who have completed 3 years of teaching on incumbent post shall be placed in P.B. of Rs.37400--67000 with AGP of Rs. 9000/- and re-designated as Associate Professor.
6	Assistant Professor Rs. 12000-18300 (3 years or more than 3 years of teaching on incumbent post)	Associate Professor Rs.37400-67000 + AGP Rs. 9000	Incumbent Assistant Professors who have completed 3 years of teaching on incumbent post shall be placed in P.B. of Rs. 37400--67000 with AGP of Rs. 9000/- and re-designated as Associate Professor.

(continued)

1	2	3	4
7	Professor : Rs. 16400-22400	Professor : Rs. 37400-67000 + AGP Rs. 10000	All Professors in service shall be appropriately fixed in the Pay Band of Rs. 37400-67000 with the AGP of Rs. 10000.
8	Principal : Rs. 16400-22400	Principal: Rs.37400-67000 + AGP Rs.10000+ sp. Pay Rs. 3000/-	All Principals in service shall be appropriately fixed in the Pay Band of Rs. 37400-67000 with the AGP of Rs. 10000 and shall be eligible for special pay of Rs.3000/- per month.
9	Librarian : Rs.8000-13500	Librarian/College Librarian : Rs.15600-39100 +AGP Rs. 6000	Incumbent Librarians shall be appropriately fixed in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 6000.
10	Librarian (Sr.Scale) Rs. 10000-15200	Librarian (Sr.Scale) Rs. 15600-39100 + AGP Rs. 7000	Incumbent Librarian (Sr. Scale) shall be fixed at the appropriate stage in P.B. of Rs.15600-39100 with AGP of Rs. 7000/-.
11	Librarian (Sele.Gd.) Rs. 12000-18300 (below 3 years of service)	Librarian (Sele.Gd.) Rs. 15600-39100 + AGP Rs. 8000	Incumbent Librarian (Sele. Grade) with teaching below 3 years on incumbent post shall be fixed at the appropriate stage in P.B. of Rs. 15600-39100 with AGP of Rs. 8000/-
12	Librarian (Sele.Gd.) RS.12000-18300 (3 years or more than 3 years of teaching on incumbent post)	Librarian (Sele. Gd) Rs. 37400-67000 + AGP Rs. 9000	Incumbent Librarian (Sele. Gd.) who have completed 3 years of teaching on incumbent post shall be placed in P.B. of Rs.37400--67000 with AGP of Rs. 9000/-

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2, dated 20th August, 2010.

Appendix-2

1. **Drawal of pay in the revised pay structure :**

Save as otherwise provided in these rules a teacher and person working on the equivalent post shall draw pay in the revised pay structure applicable to the post to which he is appointed:

Provided that he may elect to continue to draw pay in the existing scale until the date on which he earns his next or any subsequent increment in the existing scale or until he vacates his post or cease to draw pay in that scale.

Provided further that in case where the teacher has been placed in a higher pay scale between 1.1.2006 and the date of issue of this Resolution on account of promotion, up gradation of pay scale etc, shall have option to elect to switch over to the revised pay structure from the date of such promotion, up gradation, etc.

Explanation 1 –The option to retain the existing scale shall be admissible only in respect of one existing scale.

Explanation 2 – The aforesaid option shall not be admissible to any person appointed to a post on or after 1st day of January 2006, whether for the first time in the service or by transfer from another post and he shall be allowed pay only in the revised pay structure.

Explanation 3– When a person exercise such option to retain the existing scale in respect of the post held by him in an officiating capacity on a regular basis for the purposes of regulation of pay in that scale under any rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn and he had retained the existing scale in respect of the permanent post on which he hold a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which have acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

2. Rules for fixation of pay in the revised Pay Band:

(1) The initial pay of the teachers and librarians in the equivalent cadre in University or college or polytechnics who elect, or is deemed to have elected the revised pay structure on and from 01.01.06 shall be fixed in the manner, namely:

(A) In case of all teachers/librarians –

(i) The pay in the pay band will be determined by multiplying the existing basic pay (excluding dearness pay) by a factor of 1.86 (which is equal to the sum of the existing basic pay, applicable dearness pay and dearness allowance) and rounding off the resultant figure to the next multiple of 10.

(ii) If the minimum of the revised pay band is more than the amount arrived as per (i) above, the pay shall be fixed at the minimum of the revised pay band.

(iii) In addition to the pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

(iv) If amount arrived as per (i) above, is more than the maximum of the revised Pay Band, pay shall be fixed at the maximum of the pay band.(continued)

(B) In case of teachers who are in receipt of special pay in addition to the pay in the existing scale and where the existing scale with special pay has been replaced by a Pay Band after merging the special pay, the pay shall be fixed in the revised Pay Band in accordance with the provision of clause (A) above

except that in such cases existing basic pay (excluding D.P.) shall include the basic pay (excluding D.P.) in the existing scale and existing amount of special pay.

(C) In case of teachers who are in receipt of special pay in addition to the pay in the existing scale and in whose case special pay continues with the revised Pay Band either at the rate or at a different rate, the pay in the revised Pay Band shall be fixed in accordance with the provision of clause (A) above with reference to existing basic pay (excluding D.P.) calculated in accordance with the Explanation thereto, after excluding the existing special pay. In such cases, special pay at the new rate shall be drawn in addition to the pay so fixed in the revised scale.

Note 1- A teacher who is on leave on the 1st day of January,2006 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1.01.2006 or the date of option for the revised pay structure. This is also applicable to the teacher who is on study leave on the 1st day of January,2006.

Note 2-A teacher under suspension, shall continue to draw subsistence allowance based on existing scale of pay and his pay in the revised pay structure will be subjected to the final order of the pending disciplinary proceedings.

Note 3-Where a teacher is holding a permanent post and is officiating in a higher post in a regular basis and the scales applicable to these two posts are merged in to one Pay Band /scale, the pay shall be fixed with reference to the officiating post only, and the pay so fixed shall be treated as substantive pay. The provisions of this note shall apply mutatis mutandis, to teachers holding in an officiating capacity, posts on different existing scales which have been replaced by the revised pay structure.

Note 4 -Where the existing emoluments exceeds the revised emoluments, in case of any teacher, the difference shall be allowed as a personal pay to be absorbed in future increase in pay, except in case covered by proviso (iv) of sub Rule 2(A) above.

Note 5 -Where in the fixation of pay under sub rule 2(A), the pay of a teacher, who, in the existing scale was drawing immediately before the 1st January, 2006 more pay than the other teacher junior to him in the same cadre, gets fixed in the revised pay band at a stage lower than that of such junior, his pay shall be stepped up to the same stage in the revised pay band as that of the junior.

Note 6 -In case where a senior teacher promoted to a higher post before the1st day of January,2006 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the1st day of January,2006, the pay in the pay band of such senior teacher should be stepped up to an amount equal to the pay in pay band as fixed for his junior in that higher post. The stepping up should be done with effect from the date of promotion of the junior teacher subject to the fulfilment of the following conditions.

(i) both the junior and the senior teacher should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre.

(ii) the pre-revised scale of pay and revised Pay Band and Academic Grade Pay of the lower and higher posts in which they are entitled to draw pay should be identical.

(iii) the senior teacher at the time of promotion should have been drawing equal or more pay than the junior.

(iv) the anomaly should be directly as a result of the application of the provision of these rules or any other rules or order regulating pay fixation on such promotion in the revised pay structure.

Note 7 – In the case of teacher promoted to the higher post on or after 1st January, 2006, the pay of the lower post in the revised scale shall be fixed first under these rules and then the pay shall be fixed for higher post under normal rules.

Note 8 – In the case of teacher drawing reduced pay as on 1.1.2006, in the existing scale on account of imposition of penalty under the provision of the respective statutes in the concerned Universities the pay in such cases shall be fixed as :

(a) on the basis of pay actually drawn on 1.1.2006. and

(b) on the basis of pay which would have been drawn but for the penalty.

The revised pay as fixed at (a) above may be allowed from 1.1.2006 to the date of expiry of penalty and at (b) above, thereafter.

Note 9 – The direct recruits to a particular post carrying a specific Academic Grade Pay will be fixed on or after 1.1.2006. This will be also applicable to those recruited between 1.1.2006 and the date of issue of this notification. In such cases their pay shall be fixed as per rule 2(A).

Note 10 – Incumbent Lecturers (Sele. Grade) not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed as described in Illustration-5, till they complete 3 years of service in the grade of Lecturer (Sele. Grade), and thereafter shall be fixed as described in Illustration- 6.

3. Fixation of pay in the revised Scales subsequent to the 1st January 2006:

Where the teacher continues / elect (under the provision of rule) to draw his pay in the existing scale and is brought over to the revised pay structure from a date latter than 1.1.2006, his pay from the latter date in the revised pay structure shall be fixed in the following manner:

(i) Pay in the pay band will be fixed by adding the basic pay, the dearness pay applicable on the latter date, and the dearness allowance based on the rates applicable as on 1.1.2006. This figure will be rounded off to the next multiple of 10 and then become pay in the applicable in pay band. If the minimum of the revised pay band is more than the amount arrived as per above, the pay shall be fixed at the minimum of the revised pay band. In addition to this pay in pay band, corresponding Academic Grade Pay (AGP) will be applicable.

(ii) Where the teacher is in receipt of special pay, the methodology followed will be as prescribed in Rule 2 (B) or (C) as applicable, except the basic pay and the dearness pay to be taken in to account will be that on the latter date, and the dearness allowance will be calculated as per rates applicable as on 1.1.2006.

4. Date of Next increment in revised pay structure:

There will be a uniform date of annual increment, viz. 1st July of every year. Employees completing 6 months and above in the revised pay structure as on 1st July will be eligible to be granted the increment. The first increment after fixation of pay on 1.1.2006 in the revised pay structure will be granted on 1.7.2006 for those employees for whom the date of next increment was between 1st July 2006 to 1st January 2007.

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2,

dated 20th August, 2010.

Appendix-3

Fixation of Pay in the Revised Pay Band (Illustrations)

Illustration-1

a) A lecturer is drawing a basic pay of Rs. 8275/- as on 1.08.2005 in the existing scale of pay of Rs. 8000-275-13500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/- His date of increment is 1st August every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 8275/-
2. 1.86 X Basic Pay = Rs 15392/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs.15400/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.15600/-
5. AGP applicable = Rs . 6000/-
6. Revised Basic Pay = Rs.21600/-

He shall be fixed at Basic Pay of Rs. 21600/- The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 22250/-.

b) A lecturer is drawing a basic pay of Rs. 8275/- as on 1.08.2005 in the existing scale of pay of Rs. 8000-275-13500. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 5000/- His date of increment is 1st August every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 8275/-
2. 1.86 X Basic Pay = Rs 15392/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs.15400/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.15600/-
5. AGP applicable = Rs . 5000/-
6. Revised Basic Pay = Rs.20600/-

He shall be fixed at Basic Pay of Rs. 20600/- The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 21220/-.

Illustration-2

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 11625/- as on 1.10.2005 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/- His date of increment is 1st October every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 11625/-
2. 1.86 X Basic Pay = Rs 21623/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs. 21630/-
4. Pay in the Pay Band (as per Fitment Table) = Rs.21630/-
5. AGP applicable = Rs. 7000/-
6. Revised Basic Pay = Rs. 28630/-

He shall be fixed at Basic Pay of Rs. 28630/- The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 29490/-

(continued)

Illustration-3

A lecturer is drawing a basic pay of Rs. 10200/- as on 1.04.2006 in the existing scale of pay of Rs. 8000-275-13500. His date of increment is 1st April every year and he opts for revised pay on 1.03.2006. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 6000/-. His pay in the revised Pay Band shall be fixed as follows :

1 Basic Pay = Rs. 10200/-
2 Dearness Pay = Rs 5100/-
3 Dearness Allowance = Rs. 3213/-
4 Total emoluments (1+2+3) = Rs. 18513/-
5 Rounding off the resultant figure to the next multiple of 10 = Rs. 18520/-
6 Pay in the Pay Band (as per Fitment Table) = Rs.18980/-
7 AGP applicable = Rs. 6000/-
8 Revised Basic Pay = Rs. 24980/-

He shall be fixed at Basic Pay of Rs. 24980/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 25730/-

Illustration-4

A lecturer (Sr. Scale) is drawing a basic pay of Rs. 14875/- as on 1.02.2006 in the existing scale of pay of Rs. 10000-325-15200. In the revised pay structure the applicable Pay Band is 15600 – 39100 with Academic Grade Pay of Rs. 7000/- His date of increment is 1st February every year. His pay in the revised Pay Band shall be fixed as follows :

1 Basic Pay = Rs. 14875/-
2 Dearness Pay = Rs 7438/-
3 Dearness Allowance = Rs. 4686/-
4 Total emoluments (1+2+3) = Rs. 26999/-
5 Rounding off the resultant figure to the next multiple of 10 = Rs. 27000/-
6 Pay in the Pay Band (as per Fitment Table) = Rs.27670/-
7 AGP applicable = Rs. 7000/-
8 Revised Basic Pay = Rs. 34670/-

He shall be fixed at Basic Pay of Rs. 34670/- The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 35720/-

Illustration-5

A lecturer (Selection Grade) was placed in the prerevised scale of 12000-420--18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he has not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 15600 – 39100 with Academic Grade Pay of Rs. 8000/- His date of increment is 1st November every year. His pay in the revised Pay Band shall be fixed as follows:

1 Basic Pay = Rs. 12420/-
2 1.86 X Basic Pay = Rs 23101/-
3 Rounding off the resultant figure to the next multiple of 10 = Rs. 23110/-
4 Pay in the Pay Band(as per Fitment Table) = Rs. 23110/-
5 AGP applicable = Rs. 8000/-
6 Revised Basic Pay = Rs.31110/-

He shall be fixed at Basic Pay of Rs. 31110/- till he completes three years in the pay scale of 12000-18300. Thereafter shall be placed in the higher Pay Band 37400-67000 with AGP 9000 as described in illustration 6 The next date of annual increment in PB 15600-39100 shall be 1stJuly 2006 & pay after increment is Rs. 32050/-

(continued)

Illustration 6

A lecturer (Selection Grade) was placed in the pre-revised scale of 12000-420-18300 on 2.11.2004 and is drawing a basic pay of Rs. 12420/- as on 1.11.2005 in the existing scale of pay. Since he had not completed three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable as on 1.01.2006 is15600 – 39100 with Academic Grade Pay of Rs. 8000/- His pay in the revised Pay Band shall be fixed as described in illustration 5 above and shall draw the revised pay in PB – 15600-39100 till 2.11.2007. Thereafter his pay on 2.11.2007 (i.e. on completion of three years from the date of placement in Selection Grade shall be fixed as follows:

1. Basic Pay as on 2.11.07 (he would have drawn in pre-revised Scale) = Rs. 13260/-
2. 1.86 X Basic Pay = Rs 24664/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs. 24670/-
4. Pay in the Pay Band (as per Fitment Table) = Rs 37400/-
5. AGP applicable = Rs. 9000/-
6. Revised Basic Pay = Rs. 46400/-

He shall be fixed at Basic Pay of Rs. 46400/- as on 2.11.2007. The next date of annual increment shall be 1st July 2008 & pay after increment is Rs. 47800/-

Illustration 7

A lecturer (Selection Grade) was placed in the pre-revised scale of 12000-420-18300 on 27.07.1998 and is drawing a basic pay of Rs. 14940/- as on 1.07.2005 in the existing scale of pay. Since he has completed more than three years in the pay scale of 12000-420-18300 on 1.01.2006, the revised Pay Band applicable is 37400-67000 with Academic Grade Pay of Rs. 9000/- His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows :

1. Basic Pay = Rs. 14940/-
2. 1.86 X Basic Pay = Rs 27788/-
3. Rounding off the resultant figure to the next multiple of 10 = Rs. 27790/-
4. Pay in the Pay Band (as per Fitment Table) = Rs 38530/-
5. AGP applicable = Rs. 9000/-
6. Revised Basic Pay = Rs. 47530/-

He shall be fixed at Basic Pay of Rs. 47530/-. The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 48960/-

Illustration 8

A Professor is drawing a basic pay of Rs. 20450/- as on 1.07.2005 in the existing scale of pay of Rs.16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/- His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 20450/-
2. Dearness Allowance = Rs. 7362/-
3. 1.86 X Basic Pay = Rs 38037/-
4. Rounding off the resultant figure to the next multiple of 10 = Rs. 38040/-
5. Pay in the Pay Band (as per Fitment Table) = Rs. 46050/-
6. AGP applicable = Rs. 10000/-
7. Revised Basic Pay = Rs. 56050/-

He shall be fixed at Basic Pay of Rs. 56050/- The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 57740/-

(continued)

Illustration 9

A Principal is drawing a basic pay of Rs. 21400/- as on 1.12.2005 in the existing scale of pay of Rs. 16400-22400. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/- His date of increment is 1st December every year. His pay in the revised Pay Band shall be fixed as follows :

1 Basic Pay = Rs. 21400/-
2 1.86 X Basic Pay = Rs 39408/-
3 Rounding off the resultant figure to the next multiple of 10 = Rs. 39410/-
4 Pay in the Pay Band (as per Fitment Table) = Rs.47440/-
5 AGP applicable = Rs. 10000/-
6 Revised Basic Pay = Rs. 57440/-

He shall be fixed at Basic Pay of Rs. 57440/-

The next date of annual increment shall be 1st July 2006 & pay after increment is Rs. 59170/-

Illustration 10

A Principal is drawing a basic pay of Rs. 20000/- as on 1.07.2005 in the existing scale of pay of Rs.16400-20000. In the revised pay structure the applicable Pay Band is 37400-67000 with Academic Grade Pay of Rs. 10000/- His date of increment is 1st July every year. His pay in the revised Pay Band shall be fixed as follows:

1. Basic Pay = Rs. 20000/-
2. 1.86 X Basic Pay = Rs 37200/-
3. Pay in the Pay Band (as per Fitment Table) = Rs. 46050/-
4. AGP applicable = Rs. 10000/-
5. Revised Basic Pay = Rs. 56050/-

He shall be fixed at Basic Pay of Rs. 56050/- The next date of annual increment shall be 1st July 2006

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2, dated 20th August, 2010.

Appendix-4

FITMENT TABLE – 1

Incumbent Lecturer in polytechnics not having masters degree in relevant branch/ discipline -

Pre-Revised Scale : Revised Pay Band :		8000-275-13500 15600-39100 + AGP 5000		
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	8000	15600	5000	20600
2	8275	15600	5000	20600
3	8550	15910	5000	20910
4	8825	16420	5000	21420
5	9100	16930	5000	21930
6	9375	17440	5000	22440
7	9650	17950	5000	22950
8	9925	18470	5000	23470
9	10200	18980	5000	23980
10	10475	19490	5000	24490
11	10750	20000	5000	25000
12	11025	20510	5000	25510
13	11300	21020	5000	26020
14	11575	21530	5000	26530
15	11850	22050	5000	27050
16	12125	22560	5000	27560
17	12400	23070	5000	28070
18	12675	23580	5000	28580
19	12950	24090	5000	29090
20	13225	24600	5000	29600
21	13500	25110	5000	30110
22	13775	25630	5000	30630
23	14050	26140	5000	31140
24	14325	26650	5000	31650

(continued)

FITMENT TABLE – 2

(i) Formerly Lecturer and re-designated as Assistant Professor in degree institutions
(ii) Incumbent Lecturer in polytechnics with masters degree in relevant branch/ discipline
(iii) Incumbent Librarian

Pre-Revised Scale : Revised Pay Band :		8000-275-13500 15600-39100 + AGP 6000		
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	8000	15600	6000	21600
2	8275	15600	6000	21600
3	8550	15910	6000	21910
4	8825	16420	6000	22420
5	9100	16930	6000	22930
6	9375	17440	6000	23440
7	9650	17950	6000	23950
8	9925	18470	6000	24470
9	10200	18980	6000	24980
10	10475	19490	6000	25490
11	10750	20000	6000	26000
12	11025	20510	6000	26510
13	11300	21020	6000	27020
14	11575	21530	6000	27530
15	11850	22050	6000	28050
16	12125	22560	6000	28560
17	12400	23070	6000	29070
18	12675	23580	6000	29580
19	12950	24090	6000	30090
20	13225	24600	6000	30600
21	13500	25110	6000	31110
22	13775	25630	6000	31630
23	14050	26140	6000	32140
24	14325	26650	6000	32650

(continued)

FITMENT TABLE – 3

(i) Formerly Lecturer, (Sr. Scale) and re-designated as Assistant Professor in degree level institutions
(ii) Incumbent Lecturer, (Sr. Scale in polytechnics
(ii) Incumbent Librarian (Sr. Scale)

Pre-revised Scale : 10000-325-15200 Revised Pay Band : 15600-39100 + AGP 7000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	10000	18600	7000	25600
2	10325	19210	7000	26210
3	10650	19810	7000	26810
4	10975	20420	7000	27420
5	11300	21020	7000	28020
6	11625	21630	7000	28630
7	11950	22230	7000	29230
8	12275	22840	7000	29840
9	12600	23440	7000	30440
10	12925	24050	7000	31050
11	13250	24650	7000	31650
12	13575	25250	7000	32250
13	13900	25860	7000	32860
14	14225	26460	7000	33460
15	14550	27070	7000	34070
16	14875	27670	7000	34670
17	15200	28280	7000	35280
18	15525	28880	7000	35880
19	15850	29490	7000	36490
20	16175	30090	7000	37090

(continued)

FITMENT TABLE – 4

(i) Incumbent Lecturers (Selection Grade) and incumbent Assistant Professor with less than 3 years of Service in degree level institutes
(ii) Incumbent Lecturers (Selection Grade) with less than 3 years of Service in diploma level institutes
(iii) Incumbent Librarian (Selection Grade) with less than 3 years of Service

Pre-revised Scale : 12000-420-18300 Revised Pay Band : 15600-39100 + AGP 8000				
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	12000	22320	8000	30320
2	12420	23110	8000	31110
3	12840	23890	8000	31890
4	13260	24670	8000	32670
5	13680	25450	8000	33450
6	14100	26230	8000	34230
7	14520	27010	8000	35010
8	14940	27790	8000	35790
9	15360	28570	8000	36570
10	15780	29360	8000	37360
11	16200	30140	8000	38140
12	16620	30920	8000	38920
13	17040	31700	8000	39700
14	17460	32480	8000	40480
15	17880	33260	8000	41260
16	18300	34040	8000	42040
17	18720	34820	8000	42820
18	19140	35610	8000	43610
19	19560	36390	8000	44390

(continued)

FITMENT TABLE – 5

(i) Incumbent Lecturers (Selection Grade) and incumbent Assistant Professor with min. 3 years of Service and re-designated as Associate Professors in degree level institutions
(ii) Incumbent Lecturers (Selection Grade) and Incumbent H.O.D. in polytechnics with min. 3 years of Service
(iii) Incumbent Librarian (Selection Grade)) with min. 3 years of Service

Pre-revised Scale : Revised Pay Band :		12000-420-18300 37400- 67000 + AGP 9000		
Sr.No.	Pre-revised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	13260	37400	9000	46400
2	13680	37400	9000	46400
3	14100	37400	9000	46400
4	14520	37400	9000	46400
5	14940	38530	9000	47530
6	15360	38530	9000	47530
7	15780	39690	9000	48690
8	16200	39690	9000	48690
9	16620	40890	9000	49890
10	17040	40890	9000	49890
11	17460	42120	9000	51120
12	17880	42120	9000	51120
13	18300	43390	9000	52390
14	18720	43390	9000	52390
15	19140	44700	9000	53700
16	19560	44700	9000	53700

(continued)

FITMENT TABLE –6

(i) Incumbent Professor in degree level institutes
(ii) Incumbent Principals of in degree level institutes

PreRevised Scale : 16400-450-20900 500 – 22400 Revised Pay Band 37400 67000 + AGP 10000				
Sr.No.	Prerevised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440
13	21900	48870	10000	58870
14	22400	48870	10000	58870
15	22900	50340	10000	60340
16	23400	50340	10000	60340
17	23900	51860	10000	61860

(continued)

FITMENT TABLE – 7

Incumbent Principals in Polytechnics-

PreRevised Scale : 16400-450-20000 Revised Pay Band 37400 67000 + AGP 10000				
Sr.No.	Prerevised Basic Pay	Revised Pay		
		Pay in Pay Band	AGP	Revised Basic Pay
1	16400	40890	10000	50890
2	16850	40890	10000	50890
3	17300	42120	10000	52120
4	17750	42120	10000	52120
5	18200	43390	10000	53390
6	18650	43390	10000	53390
7	19100	44700	10000	54700
8	19550	44700	10000	54700
9	20000	46050	10000	56050
10	20450	46050	10000	56050
11	20900	47440	10000	57440
12	21400	47440	10000	57440

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2, dated 20th August, 2010.

Appendix – 5

PROFORMA FOR FIXATION OF PAY

Name of the College / Institution :

Name of the Teacher : Shri / Smt.

Sr. No.	Description	Relevant Information
1	Designation of the post in which pay is to be fixed as on 1.01.2006 or no (latter date)	
2	Status (Substantive / Officiating)	
3	Pre-revised Designation and Pay Scale	
4	Existing emoluments as on 01.01.2006	
	a) Basic Pay (including stagnation increment, if any)	
	b) Dearness Pay	
	c) Dearness Allowance	
	d) Total [(a) to (c)]	
5	Revised Pay Band & AGP corresponding to the pre-revised scale at Sr. No. 4 above	
	AGP	
6	Pay in the revised Pay Band with reference to the prerevised basic shown at Sr.No. 4(a)	
7	Academic Grade Pay (AGP) applicable	
8	Stepped up pay with reference to the revised pay of junior, if applicable (Name & pay of the junior also to be indicated distinctly)	
9	Revised pay with reference to the substantive pay in cases where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable	
10	Personal pay, if any	
11	Revised emoluments after fixation of pay	
	a) Pay in the revised Pay Band (as per Sr.No.7 or 9 or 10 above whichever is applicable	
	b) Academic Grade Pay (Sr.No.8)	
	c) Special Pay, if admissible	
	d) Personal Pay, if admissible	
12	Date of next increments and pay after increment-	

	Date of increment	Pay after increment		
		Pay in Pay Band	AGP	Basic Pay
	1st July 2006			
	1st July 2007			
	1st July 2008			
	1st July 2009			
	1st July 2010			
13.	Any other relevant information			

Date :

Place : Signature & Seal of Principal / Director

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2, dated 20th August, 2010.

Appendix -6

Form of Option

1. I, ____-

   substantive / officiating holder of the post ___________________________in

   the scale of Rs.____________________________________ in the College /

   Institution ____ _____hereby

   *(i) elect the revised scale of the post with effect from 1st January, 2006.

   *(ii) elect to continue on the existing scale of pay of my substantive / officiating post mentioned below until:

   * the date of my next increment
   *the date of my subsequent increment
   *raising my pay to Rs.
   *I vacate or cease to draw pay in that scale.

2. The option hereby exercised is final and will not be modified at any subsequent date.

Date : Signature

Place : Signed before me

Signature
(Principal of College/ Institute)

*To be scored out, if not applicable.

Accompaniment to Government Resolution, Higher & Technical Education Department No. Resolution No. SPC 2010/(34/10)/TE-2, dated 20th August, 2010.

Appendix - 7

UNDERTAKING

[As per Ministry of Finance (Department of Expenditure) order O.M. No. F.23-7/2008IFD dated 23.10.2008]

I hereby undertake that any excess payment that may be found to have been made as a result incorrect fixation of pay or any excess payment detected in the light of discrepancies noticed subsequently will be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Date : Signature ________________________

Station: Name ___________________________

Designation ______________________

College/Institution. _______________